

Employee Benefits Survey (other than Health)

Number of FT Employees	Sheriff's Office (217)	Tax Collector (25)	Property Appraiser (18)	Clerk of Court (50)	Supervisor of Elections (11)	Sumter (223) BOCC
Number of Holidays		11	11	Same as County	11	11
Birthday or Personal Day		No	1	No	1	No
Sick Leave per year		13 Days	13 days	Same as County	6	13 days
Annual Leave per year		13 to 19 Days	*13 to 19 days	Same as County	13 to 20 days based on years of Service	*13 to 19 days
Annual Cap on Annual Leave		240 Hrs, after 10 yrs 300 hrs	280	240	280	280
PTO per year		N/A	N/A	Same as County	N/A	N/A
Payment for Annual Leave		100% at separation	1) up to 40 hrs annually; 2)100% at separation.	100% at separation	100% at seperation	****1) up to 40 hrs annually; 2)100% at separation.
Payment for Sick Leave		50% at retirement	25% - 45% (see chart below)	50% upon retirement	50% at retirement only	25% - 45% (see chart below)
Maximum Cap on Sick Leave		No Cap	480 hrs if hired after June 1, 2009 or 960 hrs if hired before June 1, 2009	not at this time	720 Hours	480 hrs if hired after June 1, 2009 or 960 hrs if hired before June 1, 2009
Transfer of Leave between Constitutional Officers		Yes	Yes	Yes	Yes	Yes
Tuition Reimbursement		Through BOCC	Yes	BOCC Program	Yes	Yes
Tuition Cap Annually		Through BOCC \$1,000.	\$1,000	BOCC Program	1,000	\$1,000
Bereavement Leave		3 to 5 Days	3 to 5 days	3 Days	3 to 5 days	3 to 5 days
Employee Christmas Party/Holiday Party/Recognition Event		Christmas Party after hours	Christmas Party after hours	No	Yes	Yes. Offices close at 12:00. Christmas party begins at 12:30.
Are holidays counted as hours worked when computing overtime?		Yes	Yes	No	No	Yes

Notes:
Sheriff's Office did not respond

Sumter County Notes:
* indicates this information is based on years of services.
** 10 day per year are given with 5 as personal days. Personal days are used first.
*** Buy-back of personal days at end of the year is permitted.

Payment for sick - Employees retiring January 1, 2010 or after	
Effective Date	Through Pay-out Percentage
January 1, 2010	December 31, 2010 45%
January 1, 2011	December 31, 2011 40%
January 1, 2012	December 31, 2012 35%
January 1, 2013	December 31, 2013 30%
January 1, 2014	Forward 25%

****Payment for Annual Leave - 40 hrs paid if employee is unable to use excess leave due to business needs as certified by the employee's Division Director and approved by the County Administrator.

Employee Benefits Survey (other than Health)

Number of FT Employees	Citrus (610)	Marion (1,478)	Lake (770)	Hernando (880)	VillageCDD (183)	School Board (800)	SECO (388)
Number of Holidays	11	9	11	12	8	6	10
Birthday or Personal Day	No	1	1	No	1 day	6 of the employee sick days may be used as personal days	1
Sick Leave per year	12	13 days	12	N/A	2-10 days	*10 days, **12 days	10 days ⁽¹⁾
Annual Leave per year	10 to 20	12 - 20 days	12 to 20 days*	N/A	5-15 days	**12 to 18 days	25 days max ⁽²⁾
Annual Cap on Annual Leave	240 to 480	200 - 300 hrs	*200 to 300 hrs	PTO - *300-720 hrs based on years of service	240 hours	** 42 days/fiscal year	80 hrs carry-over
PTO per year	Fire Service	N/A	N/A	*18 - 30 days	N/A	N/A	N/A
Payment for Annual Leave	100% at separation	100% at separation only	*up to 300 hrs	80% at separation or 100% if layoff or retirement	100% at separation	***100% at separation	100% at separation ⁽³⁾
Payment for Sick Leave	30 to 50% based on years of service	At separation only - 10% - 10 yrs, 15% - 15 yrs, 20% - 20 yrs, etc.	25% of leave paid into PEHP account (new options: 457 account or cash) at time of separation, not to exceed 480 hrs	N/A	No	Upon retirement only	Yes ⁽⁴⁾
Maximum Cap on Sick Leave	No Cap	1040 hours maximum	No Cap	N/A	120 hours (15 days)	No	See below
Transfer of Leave between Constitutional Officers	No	No	Yes	1 half of PTO balance	N/A	Yes, between school districts in Florida	N/A
Tuition Reimbursement	Yes	Yes	Yes, not funded this fiscal year	With exception of Fire Services - on hold due to budget constraints	Yes	Yes	Yes
Tuition Cap Annually	\$1,000	\$750	equivalent to 10 undergraduate credit hours per year	Firefighters only: \$2,000 to \$2,400 (based on years of service)	50% of tuition; 2 courses per semester	No cap. Up to 50% for Master's Degree. Classroom Aide's receive 100% for AA Degree and 50% for Bachelor's Degree.	100% w/restrictions; no cap ⁽⁵⁾
Bereavement Leave	3 to 5 days	3 days	2 to 3 days	3 Days Immediate Family 1 Day Extended Family	3 days	No, must utilize sick leave	1/2 to 5 days
Employee Christmas Party/Holiday Party/Recognition Event	No	No	Varies yearly. Party lasts from 1 to 1.5 hours depending on if it is a luncheon or a breakfast. Not funded this fiscal year	No	Afternoon reception; food paid for by District Manager and CDD; Employees attend by drop-in then return to work.	No	No. Each employee is given a \$50 gift card of their choice.
Are holidays counted as hours worked when computing overtime?	Yes	Yes	Yes	Yes	Yes	No	Yes

SECO notes:

- (1) 10 days per year given on 11/1 with 5 as personal days. Personal days are used first. When employee reaches maximum hours of 480 in sick bank, all 10 days are considered as personal days.
- (2) Vacation accrual based on years of service. Maximum 25 days.
- (3) Earned vacation paid at separation. Exception: Retirees receive accrued vacation.
- (4) Personal days paid at separation. Buy-back of personal days at end of incentive year is permitted. Exception:
- (5) 100% for Bachelors; 50% for Masters w/restrictions on both.

School Board notes:

- * Teachers
- **Administrative Personnel
- ***100% at resignation at their current rate of pay

Lake County notes:

PEHP = Post Employment Health Plan